

# Bulletin

January 23, 1978

No. 19

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## Macdonald report produces mixed reaction in University community

**A**n informal *Bulletin* survey indicates that there is mixed reaction to the Macdonald report on the effectiveness of the University's unicameral system of government, now in operation for more than five years.

The report's key recommendations were that Governing Council should switch from an active to a "reactive" role; the various divisions of the University should have more control over their own affairs; the two committees concerned with academic affairs and planning and resources should be merged into a 61-member body; the Internal and External Affairs Committees should be combined; and that all new policies, practices and plans should be submitted to the President before being implemented.

Faculty members interviewed were generally pleased with the report while representatives from other University estates expressed reservations about some of the recommendations.

Jean Smith, president of the Faculty Association, praised the "scope, intensity, and precision" of the report.

"I think it effectively places in context the concerns of all interest groups on campus," says Prof. Smith. "As Macdonald indicates but understates, we're dealing with a potential crisis in University government."

"It's imperative that we act promptly. It would be tragic were his objective findings to be placed on a shelf or watered down."

Smith was particularly enthusiastic about the prospect of the Academic Affairs Committee being merged with Planning and Resources.

"I believe that represents the idea of unicameralism at its best. Given the (proposed) supervisory rather than policy-making function of the Governing Council and its committees, the size may, if anything, be too small. But that's a very minor point. It's the concept, not the numbers game, that's crucial."

Robin Harris, professor of higher education, says that what Macdonald is proposing is "the right next step".

"It's part of a natural evolution that may require three or four such phases. The 1906 University of Toronto Act worked well for almost 50 years. But circumstances changed and by the 60s, it was very apparent the system was not adequate."

Prof. Harris endorses proposed

removal of the Governing Council's management function in favour of a devolution of policy-making powers.

"The faculties haven't had as clear access to the Governing Council as they had to the Senate in the old days. This would be remedied by the proposed representational make-up of the 61-member unicameral committee.

"The President will probably have a heavier load," says Harris. "On the other hand, he has colleagues with whom these matters can be shared. His success is directly related to his ability to delegate responsibility to good people."

James Kraemer, one of two administrative staff members of Governing Council, said he was pleased to see the unicameral principle extended to the committee level. He also expressed strong support for the concept of the divisions taking more initiative and having more authority in policy-making.

"However, there are several major concerns that I would want to hear more about. One is the additional responsibility outlined for the President and his office. Another is the size and composition of the proposed 61-member committee where representation seems too heavily weighted towards academic staff."

Kraemer said he was disappointed in the "patronizing" attitude the report took towards student involvement in University government. He said he was also disappointed that nothing was said about extending the principles of unicameralism to the divisional levels.

Brian O'Riordan, University government commissioner for the Students' Administrative Council, says he's disappointed in the report.

"It's not a very balanced document. Macdonald's basic concern is that the teaching staff be happy. It seems to me he accepted at face value everything they had to say. That should please the faculty, and perhaps the administration, but I doubt if the other estates will support it."

O'Riordan termed "unworkable" the proposed system in which the Governing Council would be "little more than a rubber stamp" and in which "more power would go to the President".

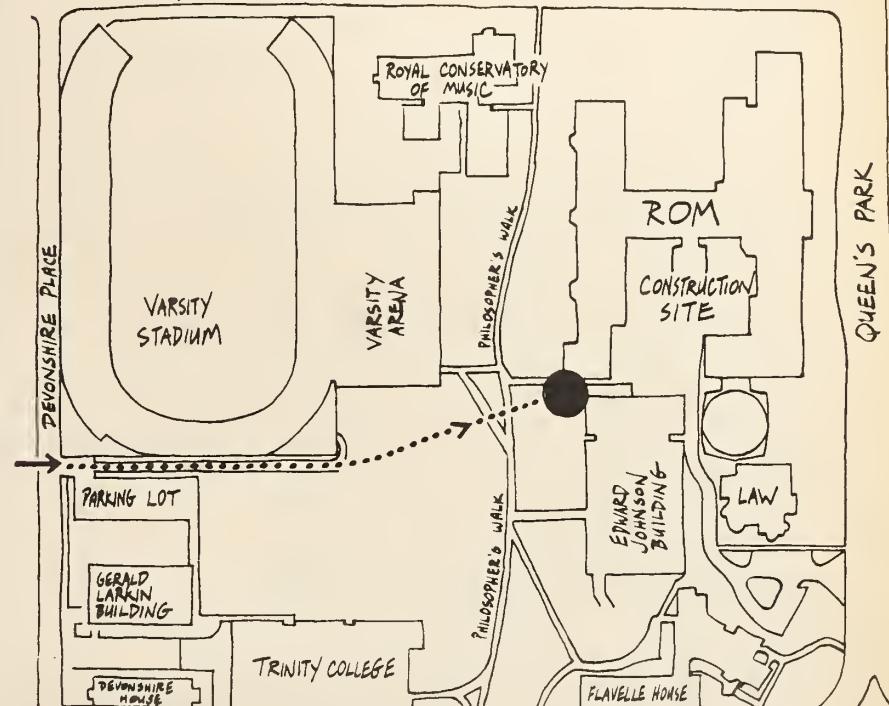
Sonja Sinclair, a University alumna and government appointee to the Governing Council, says she has doubts

## Governing Council

learns ROM expansion will cause "minimum disruption" to campus

DOTTED LINE INDICATES ACCESS ROUTE TO ROM SITE

BLOOR STREET WEST



An agreement has been struck among the University, Trinity College, and the Royal Ontario Museum whereby the access route to the construction site shortly to be created in the south courtyard of the ROM will cut across Philosopher's Walk, but in such a way as to cause the least amount of disruption for the University, President John Evans informed the Governing Council on Jan. 19.

The approach will be from Devonshire Place and traffic will travel east along the existing gravel road to the south of Varsity Stadium, through the Trinity College parking lot to the north of the Gerald Larkin Building, across the Varsity Arena corner, down an embankment, across Philosopher's Walk (at the same level as the walk), and thence to the construction site.

This route is preferable to an earlier one considered by the University, Dr. Evans explained, in that it does not entail the destruction of any trees and will

cause minimum disruption to Philosopher's Walk, minimum disruption to the Faculty of Music, and none to Law. Baffles will be employed to shield Trinity College from sound and debris.

"The museum will have a flagman on Philosopher's Walk at all times when construction is in progress, to ensure public safety," the President said, "and students may apply — though they should know that I have already made application for the job."

The museum building project "will take a couple of years, at least" and construction of the access route will begin "as soon as satisfactory arrangements can be concluded by the University, Trinity, and the ROM", according to William Lye, director of Physical Plant for U of T.

"Philosopher's Walk is actually the roof of the University's steam tunnel, so

*Continued on page 7*

## U of T offers 4.6 percent increase

A proposed 4.6 percent salary and benefits increase was rejected by the Faculty Association at a recent negotiating session held with the University administration.

UTFA calls the University's offer "unrealistic" as the 4.6 percent figure includes the gross cost of PTR/merit, making the increase only 1.6 percent. "With past costs of the recognized PTR/merit system firmly established in the range of 3 to 3.2 percent, the University's offer translates into an across-the-board economic increase of something less than 1.6 percent, including fringe benefits," says Jean Smith, UTFA

president, in the association's Jan. 13 newsletter.

UTFA has proposed a cost of living increase of eight percent as part of its 1978-79 salary and benefits package and says the University's initial offer is a "bargaining position from which some movement is inevitable".

Charlotte Turnbull, president of the University of Toronto Staff Association, declined to comment on the administration's offer to UTFA, noting that UTSA's own negotiations with the University have not yet begun.

*Continued on Page 6*

# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

**Clerk Typist II** (\$7,430 — 8,740 — 10,050)

Political Economy (1)

**Clerk III** (\$8,180 — 9,620 — 11,070)

Faculty Office, Arts & Science (1), Best Institute (2)

**Clerk Typist III** (\$8,180 — 9,620 — 11,070)

Computer Science (1)

**Secretary I** (\$8,180 — 9,620 — 11,070)

Preventive Medicine (4)

**Secretary II** (\$9,000 — 10,590 — 12,180)

Governing Council (1)

**Secretary III** (\$9,900 — 11,650 — 13,400)

Behavioural Science (4)

**Laboratory Technician I** (\$9,000 — 10,590 — 12,180)

Geology (1)

**Laboratory Technician II** (\$11,010 — 12,960 — 14,900)

Radiological Research Labs (4), Medicine (4)

**Program Assistant** (\$9,000 — 10,590 — 12,180)

Dean's Office, Medicine (4)

**Programmer II** (\$12,860 — 15,130 — 17,400)

Student Record Services (1), Health Care Research Unit (4)

**Programmer III** (\$16,175)

Library Automation Systems (3)

**Librarian** (Minimum \$12,200)

Faculty of Library Science (5)

**Engineering Technologist II** (\$12,860 — 15,130 — 17,400)

Medical Computing (4), Central Services (4)

**Research & Planning Officer** (\$17,560 — 20,660 — 23,750)

Office of the Vice-President — Research & Planning (1)

**Craftsman II** (\$12,160 — 14,310 — 16,450)

Aerospace, Downsview (5)

# Library News

## Guiding the perplexed library user



Carolyn Murray, co-ordinator of library instruction, explains the Robarts' geography

Picture the frustration of a department store owner whose customers only shop on the main floor and then complain that his store is inadequate. Such is the frustration of librarians who are painfully aware that large numbers of library users have very rudimentary research skills and yet complain bitterly that "the library has nothing on their topic". In order to meet this problem head on, Carolyn Murray, co-ordinator of library instruction, along with the reference librarians in the Robarts, Sigmund Samuel and Science & Medicine Libraries, has launched a determined campaign to teach as many users as possible how to find information systematically and effectively.

Traditionally, library users have asked for and received help on a one-to-one basis across the various service desks in the library. However, while this type of help meets the user's immediate need, more often than not it leaves him in the dark about the organization of the library as a whole. The aim of library instruction is to provide an understanding of the various ways information is made accessible in the library so that the user is more aware of what is available and how to get at it independently. Because there are so few librarians for the total number of users, this type of instruction must be designed for groups rather than individuals.

Last fall over 3,000 students voluntarily attended some ten different types of library instruction given over a period of six weeks. Most came away amazed by the range of information to be found within the library's walls and heartened by the fact that the skills needed to discover some of this information can be learned painlessly. According to Carolyn Murray, however, there remain thousands more students who continue to find their forays into the library both bewildering and unnecessarily time-consuming.

In order to help some of these students, a new series of instructional programs has been scheduled for January and February. Students can sign up for sessions introducing the library system, the microcatalogues, the reference collection, periodical literature, computer searching and other topics. Some programs are offered in the evenings and on Saturdays so that part-time students can benefit as well.

One of the most popular programs is the "Paper and Essay Clinic". Working on the assumption that most students identify their library woes in terms of their paper assignments, Murray has developed a one-hour presentation in which she pinpoints the typical difficulties faced by the undergraduate and then offers the appropriate "cures".

In the following hour, a representative from one of the writing labs discusses what pitfalls to avoid in planning and writing papers. Since not everything can be taught in two hours, the student is encouraged to attend additional instruction sessions or to visit a writing lab.

More and more professors invite librarians to brief classes about to begin research projects. In such cases, the librarians will zero in on those aspects of the library that are pertinent to the information needs of the particular class. Students come away from such a seminar more aware of the specific resources in their field and more convinced of the merits of following a research strategy.

In library instruction, the librarian takes on a more active teaching role in order to guide the user through the labyrinth of library services, and the user comes to realize that he is being encouraged to master the system himself. If library instruction can succeed in turning out more knowledgeable users, the potential of the library can be realized more fully. The University has spent millions on books, but if users are not able to utilize the library's resources, the expense becomes meaningless. Library instructors, equally conscious of the value of the library and the confusion of the users, are determined to guide the perplexed through the collection.

## Fitness for all

Fitness classes and recreational activities are available to members of the University community from the Department of Athletics and Recreation. All fitness classes last an hour and take place in the Benson Building or Hart House. Staff members are available for consultation on recreational activities.

Fitness classes cover a range of experience and interest including an introduction to exercise for beginners; basic, rhythmical, and intermediate fitness; ski conditioning; combined advanced fitness and ski conditioning; aquatics; and weight training.

For those interested in recreation to keep fit, cross-country skiing is available on the back campus, jogging on the indoor track at Hart House, and weight lifting at both Hart House and the Benson Building.

For more information about the programs, telephone the fitness office at 978-3084.

## KNUDSEN'S PIPE DREAM 2nd ANNIVERSARY SALE

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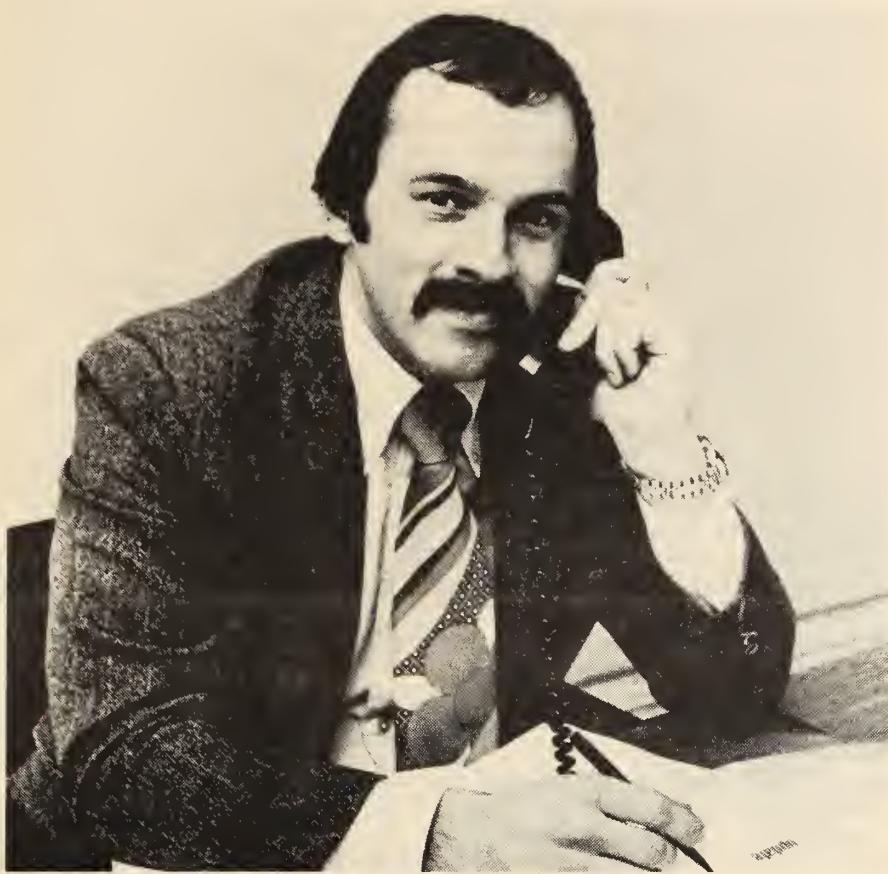
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# Old buildings

are both work and play to Jon Dellandrea, new assistant director of Private Funding



Jon Dellandrea, assistant director of Private Funding

Jon Dellandrea, newly appointed assistant director of the Department of Private Funding, has been at his job only a few weeks, but he makes the case for U of T's cause like a born fund-raiser.

"We at private funding aren't embarrassed to talk about the University's need for money. The level of the province's financial support has not kept pace with that need and we're not going to become a world-class institution until the need is met."

Dellandrea calls his current appointment "a good accident", since the restoration of old buildings — previously a private interest — is now a facet of his job. Together with his wife Lyne, he is at present restoring two nineteenth century log houses south of North Bay.

While an undergraduate at U of T, Dellandrea was an all-star on the Blues football team and was active in student government. After graduation in 1972, he and his wife combined avocation and vocation and operated an antique store.

His interest in sports and antiques has produced a unique hobby — as a scuba diver, he locates antique bottles and as the consultant with the Royal Ontario Museum, decides on their historical value.

Prior to his appointment to the Department of Private Funding, Dellandrea was assistant to the principal of Scarborough College. One of his functions was to co-ordinate a co-operative program in public administration in which students alternated study and work-related experience.

In his new job at private funding, Dellandrea co-ordinates volunteers who canvass 600 general corporations in Toronto and Hamilton for Update, the University's five-year fund-raising campaign.

The Update campaign has raised \$18 million of its \$25 million goal in just 18 months. From the outset, the upgrading and renovation of existing University facilities was identified as the area of most pressing concern, and Dellandrea says the campaign's focus remains unchanged.

"The funds are needed not for growth, but primarily for catching up. A lot of buildings are falling into a great state of deterioration."

He mentions the south campus re-development project as an example of the need for Update funds.

"Nothing has been done to the south campus for a long, long time and there are about 100 buildings there requiring fairly serious upgrading."

Among other important projects are the restoration of University College, which is \$750,000 short of funding, and construction of a permanent library at Scarborough.

Though physical renovation and upgrading are priorities of Update, Dellandrea stresses that fund-raising for academic projects, including lectureships for visiting scholars and artists, is essential as well.

Initial contacts with potential corporate donors are made by the volunteers, themselves members of private industry and the professions. If they are turned down, subsequent contact, perhaps the following year, may be made by Dellandrea.

"There are various reasons why corporations decline to contribute. Perhaps, historically, they have only given to particular charities, or they are faced with financial constraints.

"We try to demonstrate to them that the University's need is a high priority. For the most part, major corporations realize U of T is in financial difficulty and have responded accordingly," he says.

Although it has not yet been formally undertaken, the Update campaign intends to include in its appeal for funds special cultural groups and labour unions identified as potential major donors.

## Media Centre productions

On Dec. 1, the distribution of Media Centre productions was taken over by the University of Toronto Press. These productions will be listed in the 1978 Press catalogue.

Anyone interested in the rental or purchase of video tapes, films, or slide/tape productions that have been produced by the University of Toronto Media Centre should now contact Dr. John Parsons, U of T Press, at 978-6739.

## Governing Council elections

Prospective candidates for election to the Governing Council are reminded that nomination papers must be filed by noon on *Friday, January 27*. Nomination forms and copies of the regulations (Election Guidelines) covering the election are available from the Governing Council Secretariat, Room 106, Simcoe Hall, or the registrars' offices at Scarborough and Erindale Colleges.

There are vacancies in four teaching staff constituencies and all eight seats in the three student categories.

Nominations must be signed by the following number of nominators: teaching staff, 10; graduate students, 15; full-time undergraduate students, 30; part-time undergraduate students, 15.

Present members of the Governing Council whose terms expire on June 30 next may be nominated again if they

are continuing in the same constituencies for which they were elected previously. Those elected this year from the teaching staff constituencies will serve for three years from July 1, and from student constituencies for one year, as required by *The University of Toronto Act, 1971*.

Descriptions of the constituencies were published in the *Bulletin* on Jan. 16. Enquiries for further information should be directed to the Governing Council Secretariat at 978-6576.

Election shall be by mailed ballot.

## How to get a home of your own on \$1,000 a year.

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# Women's Studies

here today, gone tomorrow — or here to stay?



Chaviva Hosek, chairperson of the Women's Studies Program Committee.

Room 135, New College is becoming increasingly well-known as the home of women's studies at U of T. And according to Chaviva Hosek, professor of English at Victoria College and chairperson of the Women's Studies Program Committee, the strong home base that women's studies is acquiring at the multiple-faculty college is only one healthy sign that the basic shape of the program couldn't be better.

This positive sentiment was pronounced by students and instructors alike as they reflected on the history of women's studies at U of T. "When I first came here," remarks Shawne Bames, a student enrolled in the women's studies core course, "I couldn't even find women's studies listed. It wasn't in the calendar except under the New College listing. This year it's listed along with all the other programs of study in the Arts and Science calendar."

The administrative changes that have taken place in the past few years definitely reflect the efforts of the Women's Studies Program Committee to weather some of the recent losses experienced by the interdisciplinary studies in general. Prof. Hosek, who is currently serving for her second year as head of the committee, is confident that if the program has survived the difficult last few years, it can survive anything. She cites the burgeoning literature in the field, the distinguished publication records of the cross-appointed faculty members, and the growing interest of male colleagues who serve on the committee as evidence that women's studies is a far from languishing area.

In a Women's Studies Program Committee Report submitted to the President in April of 1977, the committee concludes that "interdisciplinary studies... have proceeded far too long on an *ad hoc* basis. Women's studies as a field is in a position to do better than that."

To strengthen the undergraduate program, the committee reports, "the single most pressing need is for continuity and strength in staffing". To date, only two faculty members, Sylvia Van Kirk of the History Department and Kathryn Morgan of the Philosophy Department, enjoy cross-appointments from their respective departments to women's studies. For the rest, the women's studies curriculum is dependent largely on what the departments might choose to offer in terms of women's studies content in portions of the

standard range of departmental courses. Although some departments, such as history, anthropology, and political economy carry courses relevant to the concerns of women's studies, many lag far behind in introducing even a minimal amount of women's studies content. It is in this crucial area of course content that the program committee also hopes to make an impact.

At present, students wishing to pursue women's studies may incorporate it into their programs as a minor — six courses in a degree consisting of at least 15. And among these must be at least one course from the humanities and one from the social sciences. In addition, at least three must be courses from the 300 level or higher. The offerings from which to choose are varied — approximately 25 courses, from such diverse fields as English, philosophy, sociology, anthropology, economics, history, political science, and zoology.

The requirements for the introductory course confirm the students' assertion that women's studies is hardly of the "soft" nature that interdisciplinary studies are sometimes reputed to be. In addition to several major papers, intensive readings in a number of specialty areas, and the three full exams set by the course's three instructors, students must take on an active project of eight weeks' duration in some aspect of the women's movement, or adopt the alternative option of taking on a role-reversed activity for the eight week period. Thus, the female student might try a plumbing course for two months.

A daily journal account of the special activity, in combination with a critical summary report at the close of the project, formalizes the task of reflection, synthesis, and self-examination that is required of each student as a matter of course.

As for the future of women's studies, predictions vary. "Since we have correctly identified an area that has been neglected," commented Dean Arthur Kruger, "one would hope that, in time, the situation could correct itself. You might hope that the program would do itself out of business."

Prof. Hosek takes a somewhat different view of the future. "Enrolment is strong and steady," she says, "and we're gaining a broader base among the faculty. I'm assuming women's studies is here to stay."

## Arctic plant 814 years old

give or take 155 years

Specimens of plants that grow to a tremendous age and are almost completely self-supporting have been found in the Canadian Arctic by an Erindale College botany professor.

Josef Svoboda, an Arctic plant ecologist who has been studying the growth patterns of Arctic plants since 1970, says one plant, *Dryas integrifolia* (mountain avens), can live up to 1,000 years. Using special techniques for measuring the rate of growth and the diameter of the plant, he has estimated one specimen to be 814 years old, plus or minus 155 years.

In studying the plant's adaptive mechanism, Prof. Svoboda also found it needed very little external support.

The mountain avens resembles a tiny trunkless tree — about the size of a bread loaf — each year producing a few leaves on the outer end of each shoot (while growing only a few millimeters in total diameter). The leaves replaced by new growth do not fall off, but gradually, over the decades, change colour as they return nutrients to the plant, ending as blackened skeletons on the shoot. The

plant draws additional nutrients — minerals and other elements — from sand and dust particles that are carried by the wind, deposited on the plant's surface, and relocated to its core where they are utilized.

Svoboda's field work, conducted in the Canadian Arctic archipelago and the Keewatin district, is aimed at measuring the quantity of plants in the Arctic compared with other areas, identifying species in the plant communities, determining how many of these plants reproduce themselves in the course of a year, and discovering how plants adapt to the harsh environment.

Results so far have indicated that Arctic plants are slow growing, smaller than those in the South, and require very little support from the environment.

"These plants haven't adapted to their environment as much as one would think," Prof. Svoboda says. Though they can tolerate the Arctic better than other plants would, they would do better themselves if they were 10 degrees further south.

## Erindale psychologists are at work studying patterns of human growth and development



Professor Bruce Schneider, acting director of Erindale's Centre for Human Development.

A number of Mississauga families became "regulars" at Erindale College during the fall term. Neither visitors nor students, they were, instead, subjects taking part in studies being conducted in the college's new Centre for Human Development.

Last June the college received a grant of \$230,000 from the Connaught Development Fund to establish a centre where all aspects of human development from infancy to old age could be studied.

Erindale was a natural recipient for such a grant since it already had a staff of highly trained developmental psychologists, explains Professor Bruce Schneider, who is acting as the centre's director in the absence of Professor Fergus Craik, currently on study leave.

Prior to the establishment of the centre, Canada's graduate students usually had to go to the U.S.A. for training. Today, Erindale's centre can boast of four postgraduate students and one postdoctoral fellow, all studying patterns of growth and development.

In one study, Professors Schneider and Sandra Trehub are assessing hearing ability in children up to the age of six. They have observed that infants and

children are much more sensitive to high frequency sounds than was previously expected, and stress the importance of assessing hearing impairments as soon as possible.

"If the acquisition of auditory skills is impaired or delayed," they say, "the child's ability to perceive speech correctly will be profoundly affected and his ability to acquire language severely limited."

In another study of speech perception, Prof. Trehub presents the infant with a variety of sounds while he sucks on a nipple. She has observed that when he hears a new sound, a change in vowels for example, he alters his pattern of sucking. She has also shown that children can detect a change from one speech sound to the next — even when the sounds are from a foreign language. This and other studies have led the two researchers to conclude that "infants process much more information than we ever suspected they could."

*Continued on Page 5*

The study will have clinical value for other centres, including the Hospital for Sick Children where two of the Erindale psychologists — Professors Trehub and Carl Corder — are consultants to the Department of Psychology.

In one project they are finding out what happens to the hearing of a premature infant who lies in an incubator for many weeks, listening only to the hissing sounds of the air-circulating equipment. "To date no one has studied the effect of an unchanging sound on the hearing of the premature infant," they say.

Professors Corder and Rona Abramovitch are looking at the interaction between siblings of the same sex in the home, a study that has never been done before, they claim. "The relationship between mother and infant has often been examined, but not that which exists between sibling pairs. It is an important aspect of family life, since sibling discord is one of the commonest problems seen in any psychology clinic."

The old theories on birth order will also come under the team's scrutiny. Are firstborns more successful than those who are born later? Are older siblings brighter because they have had a chance to teach younger members of the family? Do middle children really have more problems than other members of the family constellation? These are a few of the questions they hope

to answer when they observe the functions of the family.

In another study, Professors Corder and Abramovitch will observe how the pre-school child interacts with his peers. "We are looking at dominance, imitation, and the early development of peer friendships and attachments," they say.

Next June Prof. Craik will resume his role as director of the centre. He has examined the processes of memory and attention in young adults, and he has continued to study how these functions change with age. So far he has found that "recall and recognition for short-term memory show little change with age, provided the subject pays full attention to the material. But when attention is divided between sources of information, the older person's performance is particularly disrupted and his ability to perform short-term memory tasks is severely affected. His ability to register information in the long-term or permanent memory is also impaired."

Prof. Craik plans to continue to explore the possibility that ageing is associated with a reduction in "processing capacity" — a double penalty since the retrieval of information is also affected. In recent studies, however, Prof. Craik has shown how older persons may overcome such deficits by applying specific strategies.

## Business Affairs learns Sandford Fleming reconstruction will cost over \$9 million

Preliminary plans for the reconstruction of the Sandford Fleming building, destroyed by fire last February, were approved when the Business Affairs Committee met Jan. 18.

Estimated cost of the reconstruction including renovation of the Burton Wing is \$9,311,000. Completion of the project, which had already received the unanimous approval of a users' committee, is scheduled for early 1980.

Business Affairs members were shown slides of the plans by two representatives from the architectural firm of Page and Steele.

The east wall, designated as an "historic building", will be preserved, but the interior, excluding the Burton Wing, will be demolished. Stairwells will be enclosed and wooden floors replaced with reinforced concrete to meet modern building code standards.

The reconstruction will incorporate an interior courtyard, a two-storey engineering laboratory, a library with a mezzanine, a graphic display wall featuring the various control systems of the building (heating, lighting, etc.), facilities for the physically disabled, and solar panels on the roof to assist with water heating.

### *Is University insurance adequate?*

Discussion of reconstruction of the Sandford Fleming building led logically into a discussion of the University's insurance coverage.

Finance director M.E. Dedrick said that the 1977 fire is one reason why the University has been having "an extremely difficult time" arranging coverage of its buildings and contents, totalling just over \$1 billion.

He estimated insurance premium costs would rise by \$118,900 for coverage from July 1, 1978 to July 1, 1979, due to the effect of inflation on premium rates as well as on replacement values of buildings and equipment. In addition, the University will be required to pay premiums on 100 percent of the replacement values, instead of only

90 percent as has been the case.

Insurance manager J.F. Tweddle told members that the University is having trouble attracting underwriters. Many older buildings do not come up to modern building code standards. Even the Robarts Library, valued at \$160 million (including contents), only has sprinklers in the basement, said Tweddle.

Although the library has a fire-resistant exterior and does meet the fire marshal's requirements, Dedrick pointed out that the contents are combustible and that it would make more sense to risk the books being water-damaged than to end up with "a pile of ashes".

Last fall, Business Affairs approved a set of internal fire safety regulations that provides for, among other things, comprehensive sprinkler systems in all new buildings.

William Broadhurst, chairman of the Business Affairs Committee, expressed concern about the discrepancy between the replacement value of a building and the cost of providing replacement facilities that comply with the current building code and fire safety requirements.

Engineering dean Bernard Etkin said he is particularly concerned about insurance coverage on computers. Last year's fire, he said, resulted in IBM withdrawing their standard maintenance contract on a University-owned computer in the Burton Wing because it was exposed to water and smoke. Although the computer suffered no apparent damage, Dean Etkin said its resale value dropped by \$1 million to \$1.5 million because the contract has been withdrawn.

Claims related to the Sandford Fleming fire have not yet been resolved; however, an information exchange session will be held this week. It will be attended by representatives from the University and from the 25 insurance companies involved.

The next meeting of the committee will be Feb. 15.

## Too close for comfort

the foreign ambassador edged closer and the U of T lady squirmed



Problem: Eight survivors of a nuclear holocaust are squeezed into a fall-out shelter. There is only room for five. Three people must leave. The cast of characters is a young medical student, a movie actress, a homosexual bio-chemist, a black football player, a 70-year-old rabbi, an accountant, a pregnant woman and a policeman. Who stays and who goes?

Of course there is no real answer, but the way you try to solve this problem reveals much about you and your prejudices. "Fall-out Shelter" is one of the role-playing exercises acted out by participants of workshops recently held at the International Student Centre. The three one-day workshops were designed to provide University support staff with "the necessary skills to serve the immigrant population of the University" and to aid them in "developing more harmonious relationships with visible minority colleagues".

Sixty persons were introduced to their own attitudes towards culture and race and were shown how these attitudes motivate their behaviour.

Sylvia May, customer accounts supervisor at the computer centre, found the workshop "fascinating".

"Most people like to think they're not prejudiced, but the workshop illustrated that some of our prejudices are so subtle, we're not even aware we have them. We also came to realize prejudice doesn't stop at colour or religion," she says. One exercise May found enlightening was another role-playing game, "Ambassadors".

Half the group was told they were to be Canadian ambassadors at a cocktail party greeting other ambassadors from different countries. Unknown to their Canadian counterparts, the foreign ambassadors were each given a trait or mannerism, associated with social patterns of various cultures, which they were to act out when talking to the "Canadians". (Some were told to lower their eyes when spoken to, others to touch frequently the person they talked with, and others to stand close to the person with whom they conferred.) The "cocktail party" was video-taped and played back to the "ambassadors", with interesting results.

May discovered she was more tolerant than she realized. Her "foreign" ambassador was instructed to stand as close to her as possible ("I thought he had taken a fancy to me," she laughs) but she quietly tolerated his behaviour although it made her uncomfortable. She adds that a participant in another workshop apparently told her "foreign" colleague "if you come any closer, I'll belt you."

Lina Pimento, assistant co-ordinator, Career Placement Centre, attended the

first workshop and found the ambassadors exercise "funny" but "valuable". Her foreign ambassador touched her frequently while they talked.

"At first I thought it was quite rude, but after discussing possible explanations for his behaviour, it really opened my eyes. I don't think I'll be tempted to judge people so quickly."

Workshop organizer Marvi Bradshaw, co-ordinator of community relations, says the role-playing exercises accomplished their purpose.

"We introduced people to their own feelings towards racial and cultural groups different from themselves. Personality traits associated with certain cultures can be baffling to members of the host culture, although, to the foreigner, they are quite acceptable and normal back home."

Role-playing was only one aspect of the workshop, designed with the assistance of Ron Butcher of the Ontario Human Rights Commission.

Bradshaw says there was also "intense participation" on topics such as immigration, race relations, and ethnicity. She says the day-long workshop left everyone "drained and exhausted".

Elizabeth Paterson, ISC director, says they couldn't accommodate everyone who wanted to attend, so more workshops are planned.

"The University has a large multicultural population, and there is increasing awareness that culture plays an important role in how we communicate with each other. People who came to the workshops seemed to have a lot of contact with students — they are in front-line positions so they will definitely be able to use what they have learned," Paterson says the workshop also benefited staff supervisors with employees of different cultural backgrounds.

As for the "Fall-out Shelter" problem, here's how May says her group responded:

"The first to go was the 70-year-old rabbi, not because of his religious affiliation, but because of age. We didn't consider, until later, that his faith would probably have brought comfort to the survivors."

"The second to go was the movie star. We decided her skills would be pretty useless in building a new world, virtually ignoring that, as a woman, she would be needed for reproduction."

"The third was the homosexual bio-chemist, I guess simply because of prejudice against homosexuals. Something we completely overlooked was that, as a homosexual, the bio-chemist could have been a man or a woman."

about the proposed merging of committees.

"The body that would deal with academic affairs and planning and resources is too large. That's not a committee, it's a camel. Even with devolution, I think the workload would be too heavy. The scheme seems utterly unrealistic to me."

"As for the merging of the External and Internal Affairs Committees, I don't think their concerns are close enough to be brought together."

Charlotte Turnbull, president of the University of Toronto Staff Association, said she thought the various divisions could do with a "little more control over their programs" but added that she would "hate to see them caught up only with their private concerns."

"With budgetary restraints, the Governing Council needs enough power to provide a broad overview and to act on behalf of the entire University. I think it's a good thing that the President

would have more power."

Turnbull added that since non-academic staff only have two seats on the Governing Council, they could be better represented on the proposed 61-member committee.

Peter Gallus, a field worker for the Graduate Students' Union, said the size of that committee would "put restraints on debate" and added "the representation is absurd".

"I think it would be difficult for students to raise issues or present alternative viewpoints on matters being discussed."

Gallus said he was particularly concerned about the administration's power in relation to budgetary cutbacks.

"The University is under-funded, but instead of trying to get more money, the administration seems to be focusing its energies on deciding where to cut back. There can only be so many cutbacks before irreparable damage is done."

#### Joint Program in Transportation invites proposals

The U of T/York Joint Program in Transportation invites applications for funding for projects to be conducted this summer and in the 1978-79 academic year. In general, preference will be given to innovative projects for awards not to exceed \$6,000. In addition, special research funding is available for larger projects, \$10,000 — \$20,000, for investigation of topics of practical significance to the trucking industry; proposals in this category may be reviewed for funding by both the joint program and the special sponsor, the ATA Trucking Industry Educational Foundation. Awards will be announced on March 15.

For information concerning allowable costs, application format, and other terms and conditions, call the joint program at 978-7282, or ORA at 978-2163. Deadline for applications is February 13.

#### Bristol-Myers award for cancer research

The Bristol-Myers Company intends to present an annual cash award of \$25,000 to a scientist making an outstanding contribution in cancer research. Each institution may, however, nominate only one person.

At the University of Toronto, the Dean of Medicine is to receive nominations by February 10 at the latest. Nominations must include a biographical sketch; a list of major publications; an explanation of the research in understanding, prevention, control or cure of cancer; an evaluation by the nominator of the nominee's accomplishments, limited to 1,000 words; and a completed nomination form accompanied by a 150 word abstract.

For forms and further details, call 978-6659.

## No news is good news, faculty association decides

The *Bulletin*, the *Globe & Mail*, and *The Varsity* will not be permitted to attend meetings of the council of the University of Toronto Faculty Association as a result of a decision made by the council on Jan. 11 to exclude all news media representatives from its meetings.

The council has never welcomed reporters to its conclaves, but until recently it had been in the habit of

supplying press releases to the *Bulletin* in which selected aspects of the council's doings were presented.

The decision to continue to exclude reporters was made because "discussion would not be as free and as frank" in their presence, according to Jean Smith, president of UTFA.

## Comments invited on Macdonald report

The University community is invited to submit written comments to the Executive Committee of Governing Council concerning the *Report of the Review of the Unicameral Experiment* by Dr. John B. Macdonald.

Submissions should be sent to Mrs. B. Vanags, Governing Council Secretariat, Room 106, Simcoe Hall. The deadline for receipt of comments is February 15.

The report was published in the *Bulletin*, Jan. 9, and copies can also be obtained from the Governing Council Secretariat.

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## Reimbursement for OSAP delays

Students whose OSAP awards processing was delayed by the government in the 1976 session may have been financially disadvantaged due to their inability to pay tuition fees on time or their need to borrow money to pay fees, according to the Comptroller's office.

The University intends to repay all OSAP award recipients whose applications were received by the Office of Student Awards before Sept. 1, 1976, and whose awards were delayed due to government processing difficulties. U of T will reimburse these students for services charges levied in excess of \$12, or interest charges in excess of \$12 that students paid to lending agencies. The \$12 deduction reflects the amount OSAP included in each award as an estimate to cover such charges. Refunds under \$2 will not be made, and all claims must be documented.

Over the next several weeks, the University will examine the files of all OSAP applicants and contact by mail all students who fall into these categories. Any student who feels he has a claim under these provisions and is not so contacted should submit details of the claim to the Office of Student Awards.

This redress applies only to the 1976 winter session.

we must take all kinds of precautions so that the steam lines aren't broken," Lye said. More detailed information on the ramifications of the decision for U of T will appear in next week's *Bulletin*.

**\$500,000 for chair in Hungarian studies**

The University has been given \$500,000 to create a chair in Hungarian studies, the President informed the council.

Some \$250,000 of the amount was raised by the Szechenyi Society Inc. of Calgary, and a matching grant was made by the Secretary of State's department, the President said. No new department or teaching program will be instituted. Instead, the intention is to develop scholarship in the field of Hungarian studies.

The President also announced that the William Kurelek Lecture Series, an annual series of three lectures on subjects of public interest, will begin in early April with a talk by Professor Ramsay Cook on Kurelek's place in the arts. The series is to be sponsored by the William Kurelek Foundation.

**Fleming design fees: \$623,025**

The council instructed the architect for the reconstruction of the Sandford Fleming building to proceed with working drawings as quickly as possible and approved an appropriation for design fees of \$623,025.

Further, it approved the installation of air conditioning in the Galbraith Building at an estimated cost of \$476,000, and a project for skylight replacement in the science wing at Scarborough College in the amount of \$48,513.

Approval was given to a resolution that the "no-net-cost" principle be applied to the Campus as Campus Centre project, with the exception of a lounge space whose construction at the southwest end of Sidney Smith Hall might cost somewhere in the order of \$350,000 according to some estimates.

The next meeting of the council will be Feb. 16.

*Governing Council — Jan. 19  
(including action taken at committee level)*

- approved amended code of behaviour on academic matters
- approved incorporation of Campus as Campus Centre into plan for south-west campus and exploration of alternative means of financing besides University funds
- approved 1978-79 schedule of capital projects for submission to M.C.U. for funding
- approved principles of space policy for the St. George campus
- approved proceeding with the working drawings for the reconstruction of the Sandford Fleming Building
- approved increase of undergraduate residence fee deposits to \$100
- approved appointment of S.G. Fisher as chairman of the academic tribunal effective July 1, 1978
- approved agreement between Hart House and the Art Gallery of Ontario for loan of 59 works of art to the A.G.O.

## Connaught awards announced

President J.R. Evans reported to the Governing Council on Jan. 19 that the Connaught Committee, at its autumn meeting, authorized awards to the following new staff applicants for proposals received in the August competition:

Prof. P.A. Parker, Department of English, *Problems in Narrative Structure*.

Prof. J.F. Greenblatt, Banting and Best Department of Medical Research, *The Role of Termination of Transcription in the Regulation of Gene Expression*.

Prof. K.M. Piasky, Department of Pharmacology, *Binding of Basic Drugs: Pharmacokinetic and Clinical Importance*.

Prof. A.G. Price, Department of Geography, Scarborough College, *Snowmelt in a Forest Environment*.

Prof. S.C.H. Barrett, Department of Botany, *An Analysis of Weediness in the Genus Eichhornia (the Water Hyacinth)*.

Prof. John Curran, Department of Civil Engineering, *Effects of Voids on the Deformation of Porous Geologic Materials*.

In addition, the committee approved partial renewal of development funding for the Faculty of Law, for research development in the areas of law and economics, and law and health care.

## A & S examine admissions criteria

A Committee on Admissions Criteria has been established by the Faculty of Arts & Science and has been asked to report by June 30.

The terms of reference of the committee are:

"To examine and to recommend on changes required, if any, in the current criteria for admission to the Faculty of Arts & Science for recent graduates of Ontario secondary schools."

"The committee shall consider such matters as the adequacy of Grade 13 grades as the sole basis for admissions decisions, and alternatives to the criteria now employed for measuring the relative

ability of Ontario secondary school graduates. It shall also consider whether any specific courses or programs shall be deemed unacceptable in assessing the attainments of students in secondary schools. This examination should include the program of studies in all years of the secondary school program."

Prof. R.M.H. Shepherd, the chairman of the committee would welcome briefs from members of the University community, and from other interested individuals and organizations, and asks all such briefs be directed to him at University College.

# Forum

## UTFA commends Macdonald

I am writing on behalf of the Committee on University Government and the Executive Committee of the University of Toronto Faculty Association to express our appreciation of the scope and intensity of the review by John B. Macdonald of the Governing Council system of the University.

Though the task of review has been monumental, his report succeeds in placing in context the nature of the concerns of most interest groups. Thus, while each of many constituencies would prefer increased representation on Governing Council, J.B. Macdonald properly perceived that this issue is itself divisive and is best left alone. Likewise, the formation of a unified Committee on Academic Affairs and

Planning can be seen to be a mechanism to strengthen unicameralism while, at the same time, ensuring adequate Divisional representation. Further, in its definitive separation of management and policy making, with resulting economies of process, the report makes a timely contribution to the responsiveness of our University to the changing demands which face it.

It is our hope that the recommendations of the report be implemented with despatch. The organization which results should serve us all well.

*K.C. Smith  
Chairman  
Committee on University Government  
UTFA*

## Endorse Macdonald report

I am sure that the vast majority of faculty and librarians welcome Dr. Macdonald's clear, incisive analysis of the problems in our unique unicameral system and support his far-reaching recommendations for change. The changes suggested such as devolution of authority to the divisions, the increased role of the President in generating advice, and the joint Academic Affairs and Resource Planning Committee may do much to alleviate the problems of Governing Council workload, activist behaviour, centralization and delays.

We share Dr. Macdonald's concern about the numbers game in constituencies, especially in view of his

remarks in Section V on the conflict engendered by the original creation of Governing Council. As he soberly advises, we wish at all costs to avoid "fruitless and damaging conflict" by opening the question of numbers.

We would therefore support the recommendations of the report wholeheartedly and would hope for a prompt endorsement of the report by the University community.

*Kay Marie Mackenzie  
Circulation Librarian  
Science and Medicine Library*

## External Affairs condemns apartheid

A Governing Council committee has formally condemned "the apartheid policies of the government of South Africa".

At its meeting of Jan. 11 the External Affairs Committee approved a motion brought before it by William Saywell, Principal of Innis College, condemning apartheid "and the policies of all regimes which deny basic human rights as defined by the United Nations Declaration on Human Rights".

The committee also "discourage(s) members of the University community from taking any initiative that might be construed as approval of these policies".

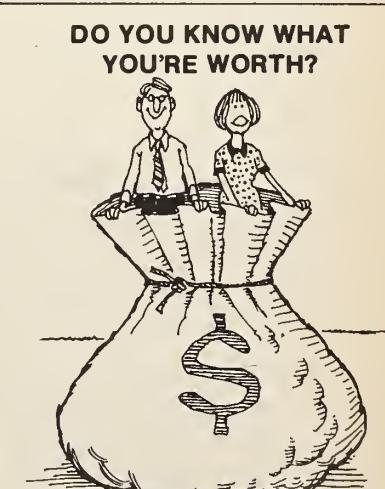
The three-part motion states that a University policy on the relations of U of T with the institutions of other nations would be inappropriate and notes that the motion is to be reported to the Governing Council for information only.

Saywell made the motion in response to a request from the Executive Committee that External Affairs review the practice of allowing official visits from administrators of institutions that condone racism.

On Oct. 5, 1977, two representatives of the South African University of Stellenbosch visited the University in an official capacity and a rally and demonstration protesting the visit were organized by the Committee to

Stop Bank Loans to South Africa. Approximately 75 students and faculty members participated.

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